



STATE OF CALIFORNIA  
Department of Forestry and Fire Protection  
EXAMINATION ANNOUNCEMENT  
FORESTER II (SUPERVISORY)  
DEPARTMENTAL OPEN AND PROMOTIONAL



CALIFORNIA STATE GOVERNMENT - AN EQUAL OPPORTUNITY EMPLOYER - EQUAL OPPORTUNITY TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE, OR SEXUAL ORIENTATION.  
BY70-1042 8FS1402

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORKPLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE, BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE, AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

DEPARTMENTAL FOR	Department of Forestry and Fire Protection
POSITIONS EXIST	Statewide
WHO SHOULD APPLY	Any applicant who meets the minimum qualifications as of <b>October 16, 2008</b> , the final filing date, may apply for the examination on an open basis. Applicants applying on a promotional basis must have a permanent civil service appointment with the Department of Forestry and Fire Protection as of <b>October 16, 2008</b> , the final filing date.
HOW TO APPLY	Examination Applications STD. 678 must be filed with the Department of Forestry and Fire Protection by mail to <b>P.O. Box 944246, Sacramento, California 94244-2460, attention Examination Unit</b> , or in person at 1300 U Street, Sacramento, California.
CROSS FILING INFORMATION	If you meet the entrance requirements for this class and Forester I (Nonsupervisory), scheduled on the same day, you may file for one or both examinations on a single application. Put the title(s) of each examination(s) you wish to take on the application.
FINAL FILING DATE	Applications must be postmarked no later than <b>October 16, 2008</b> . Applications postmarked after the final filing date will not be accepted for any reason.
EXAMINATION DATES	Qualifications Appraisal Interview: It is anticipated that interviews will be held during <b>January/February 2009</b> .
SALARY RANGE	\$5870 - \$7134
SPECIAL TESTING ARRANGEMENTS	If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the application. You will be contacted to make specific arrangements.
ELIGIBLE LIST INFORMATION	Departmental open and promotional eligible lists will be established for the Department of Forestry and Fire Protection. The lists will be abolished 24 months after they are established unless the needs of the service and conditions of the list warrant a change in this period.
REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION	<p>All applicants must meet the education and/or experience requirements for this examination by <b>October 16, 2008</b>, the final filing date.</p> <p><b>NOTE:</b> Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.</p> <p>All applications/resumes must include "from" and "to" employment dates (month/day/year), time base, and applicable civil service class titles. Applications/resumes received without this information will be rejected.</p>
MINIMUM QUALIFICATIONS	Qualifying experience may be combined on a proportionate basis if the requirements stated include more than one pattern and are distinguished as " <b>Either</b> " I, " <b>Or</b> " II, " <b>Or</b> " III, etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to the examination as meeting 100% of the overall experience requirement.

(Continued on reverse side)

**Forester II (Supervisory)**  
**(Cont'd.)**

**MINIMUM  
QUALIFICATIONS  
(Cont'd.)**

**License Requirement:** Possession of a valid license as a professional Forester issued by the California State Board of Forestry. **and**

**“Either” I**

**Experience:** Two years of experience in the California state service performing forest, range, or watershed management duties in a class comparable in level to a Forester I (Nonsupervisory) or a Forester I (Supervisory).

**“Or” II**

**Experience:** Three years of experience in forestry work requiring professional skill involving management of a forest area appraising forest resources, harvesting forest products, regulating forest practices, controlling forest pests, reforestation or tree nursery production, or range and watershed management duties. (Graduate work in forestry may be substituted for up to one year of the required experience on a year-for-year basis.) **and**

**Education:** Equivalent to graduation from college with specialization in forestry, range management, or a closely related natural resource field. (Additional qualifying experience may be substituted for up to two years of the required education on a year-for-year basis.)

**NOTE: APPLICANTS MUST ATTACH TO THE EXAMINATION APPLICATION STD. 678, A COPY OF THEIR VALID LICENSE AS A PROFESSIONAL FORESTER ISSUED BY THE CALIFORNIA STATE BOARD OF FORESTRY, PROFESSIONAL FORESTERS REGISTRATION.**

**APPLICANTS QUALIFYING UNDER PATTERN II ABOVE MUST ATTACH TO THE EXAMINATION APPLICATION STD. 678, A COPY OF THEIR COLLEGE TRANSCRIPT(S) INDICATING THEIR DEGREE AND/OR SPECIFIC COURSEWORK AND UNITS COMPLETED WITH SPECIALIZATION IN FORESTRY, RANGE MANAGEMENT, OR A CLOSELY RELATED NATURAL RESOURCE FIELD. APPLICANTS ATTENDING MORE THAN ONE COLLEGE OR UNIVERSITY SPECIALIZING IN THE APPROPRIATE COURSEWORK NOTED ABOVE, MUST SUBMIT INDIVIDUAL TRANSCRIPTS FOR ALL APPLICABLE COLLEGES AND/OR UNIVERSITIES.**

**APPLICANTS WHO HAVE EXPERIENCE WITH THE UNITED STATES FOREST SERVICE (USFS) MUST LIST ON THE EXAMINATION APPLICATION STD. 678, THEIR OFFICIAL CLASSIFICATION TITLE(S) AND GS LEVEL(S).**

**POSITION DESCRIPTION**

Foresters II (Supervisory) perform the more difficult, sensitive, and complex professional forestry duties in connection with forest, range, or watershed management, protection, and planning, and interpret, develop, and implement regulations and policy to ensure consistent application. In units with large Resource Management staffs, Foresters II (Supervisory) supervise two or more staff, which may include Foresters I (Nonsupervisory), Forestry Assistants or Forestry Technicians, and fire protection and prevention staff. At the largest State Forest, Foresters II (Supervisory) serve as supervisors in charge of a segment of State Forest operations. In region offices and at units with large Resource Management staffs, Foresters II (Supervisory) serve as Timber Harvest Plan (THP) Review Team Chairpersons. In region offices and headquarters, Foresters II (Supervisory) supervise staff in performing the activities of a major resource management, resource assessment, fire risk assessment, or planning program. This level may also be involved with the drafting and development of policy and regulations for the Department program. Incumbents with appropriate training, qualifications, and experience may also serve as duty chief or in other fire protection assignments.

**EXAMINATION  
INFORMATION**

The examination will consist of a qualifications appraisal interview weighted 100%. The interview will include a number of predetermined job-related questions. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained in the interview. **COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.**

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**QUALIFICATIONS  
APPRAISAL INTERVIEW  
(Weighted 100%)**

Scope:

A. Knowledge of:

1. Natural sciences (e.g., wildlife, biology, botany, geology, hydrology, ecology, vegetation types, soil and climatic conditions) to ensure environmental analysis and project implementation provides resource protection.
2. Forest harvest scheduling, methods and practices sufficient to ensure that equipment and practices are utilized to protect all forest resources.
3. Forest engineering for the development and review of a transportation and harvesting system sufficient to ensure compliance with public safety standards and environmental regulations.
4. Wildlife management and management of wildlife habitat to protect fisheries, terrestrial fauna, and plants.
5. The California Environmental Quality Act (CEQA) and the functional equivalency process to identify the significant environmental impacts of proposed actions and evaluate and develop measures to avoid or mitigate those impacts.
6. Integrated pest management concepts, methods and identification of forest and range pests sufficient to protect resources.
7. The identification and protection process for cultural resources (historic and pre-historic) sufficient to ensure their preservation.
8. Principles of organizational management and program administration sufficient to provide efficient and effective program delivery.
9. Audit and/or quality control processes and procedures sufficient to ensure accurate work and consistent program delivery.
10. Other agencies' roles, objectives, and jurisdictional authorities to effectively work together and enable the participants to achieve their respective objectives.
11. The evaluation and mitigation of land management, and incident related activities and effects (e.g., harvesting methods, all-risk incidents, site-preparation activities, road engineering, silviculture, range management) necessary to protect forest resources and health and safety of personnel and the public.
12. Photogrammetry and remote sensing imagery to gather accurate information on various resources.
13. Supervision procedures, principles and practices sufficient to ensure an effective workforce and safe working environment.
14. Leadership techniques, principles, and skills to promote team building.

B. Ability to:

1. Speak, read, and write to enable effective communication.
2. Exhibit ethical behavior, display appropriate conduct, and maintain a high level of professionalism.
3. Evaluate, review, analyze, and apply information and technical data to make sound decisions and implement creative solutions.
4. Plan, organize, prioritize, and multi-task.
5. Function in stressful situations or emergencies.
6. Adjust to a changing work environment.
7. Observe and assess situations.
8. Work effectively and harmoniously with others.
9. Accept increasing responsibilities and accomplish objectives without close guidance and review.

C. Skill to:

1. Develop and deliver oral and written presentations, and to communicate effectively for the purpose of information exchange and education of employees, management, and others.
  2. Apply forestry principles and practices (e.g., mensuration, air photo and map interpretation, silviculture, engineering, and tree, plant, and animal identification).
  3. Identify environmental impacts and develop or evaluate mitigation.
  4. Inspect and investigate to determine compliance with State, Federal, local laws and regulations.
  5. Identify and evaluate vegetation conditions in order to determine which appropriate management practices apply.
  6. Supervise the work of others in order to plan, organize, direct, control, and evaluate employees' performance to ensure efficient, safe and effective completion of assignments.
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**Forester II (Supervisory)**  
**(Cont'd.)**

<b>SPECIAL PERSONAL CHARACTERISTICS</b>	Willingness to work long and irregular hours in remote parts of the state, and during the fire season, to remain available for duty assignments 24 hours a day as required. Ability to meet physical and medical standards established by the Department of Forestry and Fire Protection; color vision and visual acuity sufficient to perform the duties of the position.
<b>ADDITIONAL DESIRABLE QUALIFICATIONS</b>	Possession of a valid driver license of the appropriate class issued by the Department of Motor Vehicles.
<b>PROBATIONARY REQUIREMENT</b>	To support the fire suppression mission of the department, individuals appointed to the Forester II (Supervisory) classification must pass the Basic Fire Control Training Course prior to the end of probation.
<b>JOB CHARACTERISTICS</b>	<p>Certain positions in this classification require peace officer status as a condition of appointment and continued employment.</p> <p>The felony, citizenship, and background requirement applies only to those positions designated as peace officers within this class.</p>
<b>FELONY DISQUALIFICATION</b>	Pursuant to Government Code Section 1029, persons convicted of a felony are disqualified from employment as peace officers except as provided under Welfare and Institutions Code, Division 2, Chapter 3, Article 8, Section 1179(b), or Division 2.5, Chapter 1, Article 4, Section 1772(b). Except as provided for by these statutes, persons convicted of a felony are not eligible to compete for, or be appointed to, positions in this class.
<b>BACKGROUND INVESTIGATION INFORMATION</b>	Pursuant to Government Code Section 1031, persons successful in peace officer examinations shall be required to undergo a thorough background investigation prior to appointment. Persons who have previously undergone a Department of Forestry and Fire Protection background investigation may be required to undergo an additional background investigation.
<b>CITIZENSHIP REQUIREMENT</b>	Pursuant to Government Code Section 1031(a), in order to be a peace officer, a person must be either a U.S. citizen or be a permanent resident alien who is eligible for and has applied for U.S. citizenship. Any permanent resident alien who is employed as a peace officer shall be disqualified from holding that position if his/her application for citizenship is denied.
<b>AGE REQUIREMENT</b>	Existing law provides that a peace officer must be at least 18 years of age at the time of appointment.
<b>EDUCATION REQUIREMENT</b>	Existing law provides that a peace officer must be a high school graduate, pass the General Education Development (GED) Test indicating high school graduation level, pass the California High School Proficiency Examination, or have attained a two-year or four-year degree from an accredited college or university.
<b>VETERANS' PREFERENCE CREDITS AND CAREER CREDITS</b>	Veterans' Preference Credits and career credits are not granted in this examination.
<b>CONFIDENTIALITY AND SECURITY</b>	Pursuant to Government Code Sections 19680(c) and 19681(b) it is unlawful to copy and/or furnish confidential examination material for the purpose of either improving or injuring the chances of any person or to obtain examination questions or other examination material before, during, or after an examination. Every person violating these provisions is guilty of a misdemeanor, and adverse action will be pursued. This may result in the person being barred from competition in future examinations, withheld from certification lists, or cancellation of eligibility for employment in state civil service.

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## GENERAL INFORMATION

**For an examination** without a written feature it is the candidate's responsibility to contact the Examination Unit of the Department of Forestry and Fire Protection, (916) 445-7824, three weeks after the final filing date if he/she has not received a progress notice.

**If a candidate's notice** of written examination or oral interview fails to reach him/her prior to the day of the written test or interview due to a verified postal error, he/she will be rescheduled upon written request.

**Applications** are available at State Personnel Board offices, local offices of the Employment Development Department and the Department of Forestry and Fire Protection.

**If you meet the requirements**, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

**The Department of Forestry and Fire Protection** reserves the right to revise the examination plan to better the needs of the service if the circumstances under which this examination was planned changed. Such revision will be in accordance with civil service laws and rules and all candidates will be notified.

**Examination Locations:** Ordinarily, qualifications appraisal interviews are scheduled in Sacramento and Riverside. However, locations of interviews may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multidepartmental promotional, 4) servicewide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on this bulletin. In the case of continuous testing examinations, names are merged onto the appropriate lists in order of final test scores (except as modified by veterans' preference credits) regardless of the date of the test and the resulting eligible lists will be used only to fill vacancies in the area shown on the bulletin.

**Promotional Examinations Only:** Competition is limited to employees who have a permanent civil service appointment. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235 and 235.2. State Personnel Board Rules 233, 234, 235, 235.2 and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices or at the Information Counter of the State Personnel Board in Sacramento.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history, and fingerprinting may be required.

**Interview Scope:** If an interview is conducted, in addition to the scope described on this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight will be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plan for self-development; and the progress he/she has made in his/her efforts toward self-development.

**Veterans' Preference Credits:** California law allows granting of veterans' preference credits in open entrance examinations and open-nonpromotional examinations. Credit in open entrance examinations is granted as follows: 10 points for veterans, widows and widowers of veterans, and spouses of 100% disabled veterans; and 15 points for disabled veterans. Credit in open-nonpromotional examinations is granted as follows: 5 points for veterans; and 10 points for disabled veterans. Directions for applying for veterans' preference credits are on the Veteran Preference Application (Form 1093) which is available from State Personnel Board offices, written test proctors, and the Department of Veterans Affairs, P.O. Box 942895, Sacramento, CA 94295-0001.

**Career Credits:** In open-nonpromotional examinations, career credits are granted to: 1) state employees with permanent civil service status, 2) full-time employees of the state who are exempt from state civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirements specified by the Board and have 12 consecutive months of service in an exempt position, and 3) individuals who have served one full year in or are graduates of the California Conservation Corps (eligibility shall expire 24 months after graduation from the California Conservation Corps). Three points are added to the final test score of those candidates who meet the above criteria, and who are successful in the examination. Such examinations cannot be for managerial positions described in Government Code Section 3513. Competitors not currently employed in state civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their civil service status in the appropriate section of the Examination Application form STD. 678. (Section 4 of Article VII of the California Constitution is posted at the State Personnel Board, 801 Capitol Mall, Sacramento, California.)

**High School Equivalence:** Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device.

1 (800) 735-2929 (TT/TDD) 1 (800) 735-2922 (Voice)

STS is Speech-to-Speech Service for persons with a speech disability and is reachable at

1 (800) 854-7784 (California) or 1 (800) 947-8642 (Nationwide)